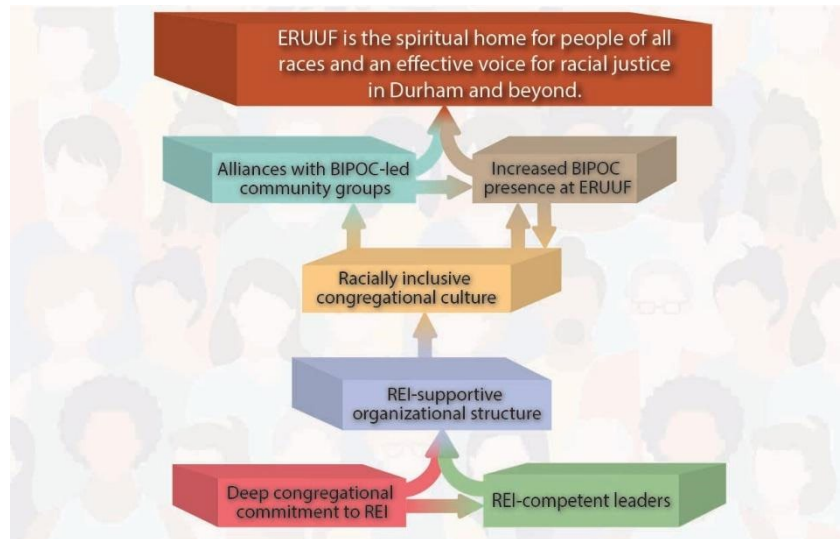


Racial Equity and Inclusion (REI) at ERUUF: Theory of Change (ToC) Overview

Racial equity and inclusion is the process of intentionally creating environments where people of all races can thrive, authentically participate, and truly belong.

A **Theory of Change** is a conceptual model that describes a step-by-step pathway toward social change in a particular context. Developing a ToC can help leaders of a social change effort to define their expectations and assumptions, the conditions that are necessary for change to occur and the activities needed to create those conditions. It also enables useful evaluation and learning. The overview of a ToC is usually represented as a visual map of short-term, intermediate-term, and long-term goals (the Outcomes Framework).

Outcomes Framework for REI Change at ERUUF. The ultimate vision is that ERUUF will be the spiritual home for people of all races and an effective voice for racial justice in Durham and beyond. This simplified map of the ToC Outcomes Framework illustrates the main steps in the pathway toward that vision. The short-term versus long-term outcomes are shown from the bottom to the top. This ToC was developed by ERUUF's former Change Team. It has been approved by the Board of Trustees, and a Committee has been authorized to strategize, guide, and monitor implementation of the REI ToC at ERUUF.



The conditions that would exist at the completion of each step (outcome) of the REI ToC pathway:

1. ERUUF's commitment to REI aligns with ERUUF's mission and is grounded in UU Principles, values, and Sources. This commitment is widely shared among the congregation. They are aware of the harm that racism causes to everyone. They support ERUUF's REI vision and are willing to do what they can to help make this vision a reality.
2. ERUUF's staff and lay leaders are aware of their cultural and racial assumptions, and they are competent to lead the congregation in making changes that advance REI, within ERUUF and beyond.
3. Having a shared congregational commitment and REI-competent leaders who are more confident that they know what to do, ERUUF's leaders feel empowered to work with their respective ministry teams and examine internal and external ERUUF activities through an REI lens. Together they make organizational structure changes (in policies, procedures, and practices) to incorporate REI into all ministry areas.
4. The organizational structure changes promote the transformation of ERUUF's culture so that it is now more racially equitable and inclusive (white, middle-class norms no longer dominate). As a covenantal spiritual community, REI learning and practice are considered to be ongoing parts of faith development.
5. Knowing from the shared experience at ERUUF what it takes to co-create a racially equitable and inclusive community, the congregation forms sustainable alliances with BIPOC-led organizations to promote REI and racial justice efforts in the wider community.
6. ERUUF's commitment to creating a radically inclusive Beloved Community is evident to BIPOC before their first visit, and they find meaningful experiences and support for their spiritual journeys at ERUUF. Thus, BIPOC are more likely to stay and be inspired to join in co-creating Beloved Community at ERUUF and beyond.

Different individuals and groups will likely be working at different steps in this process simultaneously. However, progress toward the vision will be more sustainable if unfulfilled goals near the beginning of the pathway are prioritized.